

# CITY OF TEMPE POLICE OFFICER

City of Tempe \* Human Resources Dept. \*20 E. Sixth Street \* Tempe, AZ 85281 \* (480) 350-8278 \* (480) 350-8400 TDD

# PLEASE FULLY READ ALL INFORMATION IN THIS PACKET!

#### **APPLICATION PROCESS**

Applications are being accepted from August 5, 2013 through August 19, 2013. Applications must be submitted on-line by 11:59 p.m. (Pacific Standard Time) on August 19, 2013. Faxed, mailed, hard copy or emailed applications/information is <u>not</u> permitted. Incomplete application will result in being disqualified from further consideration. Previous applications will not be accepted, you must reapply to be considered.

The written examination and physical agility test will take place on Saturday, September 14, 2013, and will be by invitation only. During the week of August 26<sup>th</sup> (if not earlier), we will notify all applicants as to their status and will provide information as to the specific time and location of the test to those who are invited to participate. Notification will be made by email only, therefore be sure to check your email including the junk box. The Arizona POST Background Questionnaire and other information will be included in the notification email. If you are invited to take the written examination and physical agility test, you are required to have the background questionnaire completed in its entirety and will be turning it in on the day of the written examination/physical agility test. You are encouraged to begin filling out the questionnaire as soon as possible to ensure you have ample time to complete all sections. Background questionnaires will NOT be accepted until the day of the written examination/physical agility test and will be collected at time of check-in only.

#### **ANNUAL ENTRANCE SALARY**

\$56,742

#### MINIMUM QUALIFICATIONS

- Must be at least 20.5 years of age by September 14, 2013 and 21 years of age at time of graduation from the police academy.
- Be a US Citizen at time of application.
- Possess a high school diploma or GED equivalent at time of application.

#### **APPLICANT INFORMATION**

- Have at least 20/80 vision correctable to 20/20 with hard contacts or glasses, or 20/200 vision correctable to 20/20 with soft contact lenses (at time of application).
- Be of sound physical and mental health.
- Have an Arizona driver license by start of employment with the City of Tempe.
- Requires completion of initial 18 week police training academy if selected.
- You are required to bring a state-issued driver license or identification card or a US passport or a military identification to the written examination and physical agility test.
- Panel interviews will begin the week of September 16<sup>th</sup> and applicants who pass both the written
  examination and all phases of the physical agility test will be scheduled as they leave the second
  phase of testing.
- If you are claiming veteran or disabled veteran preference points, you must provide a copy of your DD214 (Member 4 version) for verification at the <u>TESTING CHECK-IN</u>.
- If you require an accommodation under Title VII of the Civil Rights Act of 1964 as amended, in order to complete the written examination, please contact Human Resources at (480) 350-8278 at least 72 hours prior to your scheduled time.
- Experience and training requirements for this position are listed on the accompanying pages. For more information, please visit the following website: <a href="https://www.tempe.gov/policejobs">www.tempe.gov/policejobs</a>.
- Preference may be given to those applicants with a minimum of: one (1) year of law enforcement experience or two (2) years of military experience or one (1) year of college (30 credit hours) or one (1) year of supervisory/lead experience.

## **SELECTION PROCESS**

- Written examination
- Physical agility test
- Panel interview
- Background interview
- Polygraph examination
- Psychological evaluation
- Medical examination

Applicants selected to participate in the process will participate in a written examination and physical agility test on the same day.

The police department will use the results of the written examination, physical agility test and panel interview to invite candidates for further consideration; background investigation, polygraph examination, psychological evaluation and medical examination including drug testing.

Candidates will remain on an eligibility list for six (6) months from the date of the written examination but the list may be extended up to one (1) year.

## PHYSICAL AGILITY TEST

The physical agility test is designed to test your ability to meet the minimum requirements to be successful at the Arizona Law Enforcement Academy. It is important to understand that in order to succeed in today's law enforcement; an individual must be physically fit. In order for you to be

successful at the academy, a candidate must meet our qualifications for the physical agility test. The physical and mental demands at the academy are such that if you enter the academy without proper preparation, it will be a very difficult task for a candidate to succeed.

The physical agility test you will perform is comprised of three components: pushups, sit-ups and 1½ mile run. These components test the following:

Pushups (no modified pushups, no time limit)	Minimum 21 pushups, no maximum
Sit-ups (1 minute)	Minimum 29 sit-ups, no maximum
1.5 Mile Run (no walking)	14:00 minutes

The above information is the same for men and women.

These are minimum standards and you are encouraged to give your best effort as you will be evaluated against other candidates as part of the selection process. The physical agility test required for successful completion as a candidate to become a Tempe Police Officer Recruit is designed to test a candidate's ability to meet the minimum qualifications. It does not guarantee your successful completion of the physical fitness demands at the academy. You are strongly encouraged to continue any fitness program you may have in place. Obtain doctors approval before beginning or engaging in any rigorous physical fitness program. The rigors of the academy are very strenuous. The fitness program at the academy begins at the 40<sup>th</sup> percentile. You must be able to perform in the 50<sup>th</sup> percentile by graduation. (The percentages are based on the Cooper Institute for Physical Fitness. The 40<sup>th</sup> percentile means that 60% of the population is performing at a better rate.) Please note that candidate may be required to perform this physical fitness evaluation prior to being offered employment by the City of Tempe.